



SWORN EMPLOYEES FRINGE BENEFITS - 2016

HEALTH INSURANCE:

Eligible employees may enroll (with an effective date the first of the month following thirty (30) days of employment) with a choice of health providers, as offered by the Wisconsin Retirement System (Employee Trust Funds). Enrollment on the first of the month following the hire date is available, with the entire premium amount paid by the employee for the applicable coverage and carrier. (Please see additional documentation for current carriers and rates.)

DENTAL INSURANCE:

Jefferson County is self-funded for Dental Insurance coverage and offers it to eligible employees at **no cost** for 2016. Eligible employees may enroll (with an effective date the first of the month following thirty (30) days of employment).

WISCONSIN RETIREMENT SYSTEM (EMPLOYEE TRUST FUNDS)

Jefferson County contributes 9.4% of earnings to the Retirement Fund as a fringe benefit, in addition to a .18% contribution for Duty Disability. Employee contribution is 6.60% of earnings.

LIFE INSURANCE

Minnesota Mutual after six months employment is offered. Insurance value equal to earnings paid during the previous calendar year rounded to the next higher thousand dollars. (**MAXIMUM COVERAGE ELECTION: 3 TIMES ANNUAL SALARY**). Also available: Spousal and/or Dependent life insurance coverage.

SICK:

One (1) day per month, up to 120 days (960 hours). An additional ½ day per month, up to a maximum of 1200 hours.

VACATION: **Vacation earned 1/1/16 through 12/31/16 available for use 01/01/17**

10 days after 1 Year.
15 days after 6 Years
20 days after 13 Years
25 days after 19 Years
Pro-rated in years that hit the milestone, including first year receiving vacation.

HOLIDAYS:

Nine (9) paid holidays and one (1) floating holiday per year. Pro-rated for part-time employees working half-time or more.

WAGES:

Pay Grade 27 – Deputies	<u>12/27/2015:</u>
• Starting Rate - (Step “A”)	\$25.11
• 6 Months - (Step “B”)	\$25.88
• 1.5 Years – (Step “C”)	\$26.78
• 2.5 Years - (Step “D”)	\$27.59
• 3.5 Years - (Step “E”)	\$28.60

COUNTY OFFERS:

- Deferred Compensation Programs (2)
- City-County Credit Union Deductions
- Section 125 Flexible Spending Plan
- Universal Life Insurance Plan
- Long-Term Disability
- Vision Insurance
- Employee Assistance Program